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ABSTRACT

As of December 31, 2002, an estimated 373,200 Australians were undertaking an apprenticeship or traineeship, an increase of 14.8% over the number in training in 2001 and more than double the number in training in 1996; three quarters of apprentices and trainees in-training were undertaking Australian Qualification Framework Level III programs; and the two largest occupation groups in training were the trades and related workers at 35.4% and intermediate clerical, sales and service workers at 27.5%. From 1996 to 2002, participation rates in apprenticeships and traineeships for Australia's employed work force aged 15 to 64 years increased from 1.9% to 3.9%; participation for young people aged 15 to 24 years increased from 8.5% to 11.6%, while the participation rate of young females more than doubled from 3.4% to 7.6%. Also in 2002, individuals identifying themselves as Indigenous made up almost 2% of the total number of apprentices and trainees; about 84% of apprentices and trainees in-training were undertaking qualifications associated with a National Training Package, up from 72% in 2001; and the majority of apprentices and trainees (83%) were employed in the private sector. According to the 2002 Student Outcomes Survey, apprentices and trainees were generally satisfied with the TAFE (Technical and Further Education) course they undertook as their off-the-job training component. (Contains 7 tables.) (MO)

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NCVER

AUSTRALIAN VOCATIONAL EDUCATION AND TRAINING STATISTICS

ED 480 444

Annual apprentice and trainee statistics 2002

At a glance

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Highlights

At 31 December 2002:

- An estimated 373 200 persons were undertaking an apprenticeship or traineeship, an increase of 14.8% from 31 December 2001.
- Three-quarters of apprentices and trainees in-training were undertaking AQF level III programs.
- The two largest occupation groups were the *trades and related workers*, and *intermediate clerical, sales and service workers* occupations, having 35.4% and 27.5% of the total number in training respectively.

From 1996 to 2002:

- Participation rates in apprenticeships and traineeships for Australia's employed workforce (15 to 64 years) increased from 1.9% to over 3.9%.
- Participation rates for young people (15 to 24 years) increased from 8.5% to 11.6%.
- Participation rates for young females (15 to 24 years) more than doubled, from 3.4% to 7.6%.

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Australian National Training Authority

This publication presents an analysis of the data on the training activity undertaken by apprentices and trainees in Australia in the year to 31 December 2002. It also identifies major changes in the apprentice and trainee activity between 1996 and 2002. The figures presented in this publication are derived from the NCVER March 2003 quarterly collection. The number of apprentices and trainees in-training is shown as at 31 December while the number of commencements, completions, cancellations/withdrawals is provided for the year ending 31 December.

Profile of in-training apprentices and trainees

Apprentice and trainee numbers

The estimated number of apprentices and trainees in-training at 31 December 2002 reached 373 200, an increase of 14.8% over the previous year and more than double the number in-training in 1996 (163 300).

Apprentice and Trainee characteristics

Sex

At year end, there were 134 950 female and 238 250 male apprentices and trainees in training. Between 1996 and 2002 the increase in the number of females in-training was particularly strong as their number quadrupled. During this period, the number of males increased by 83.3%. This corresponds to an annual growth rate of 26.2% for females and 10.6% for males.

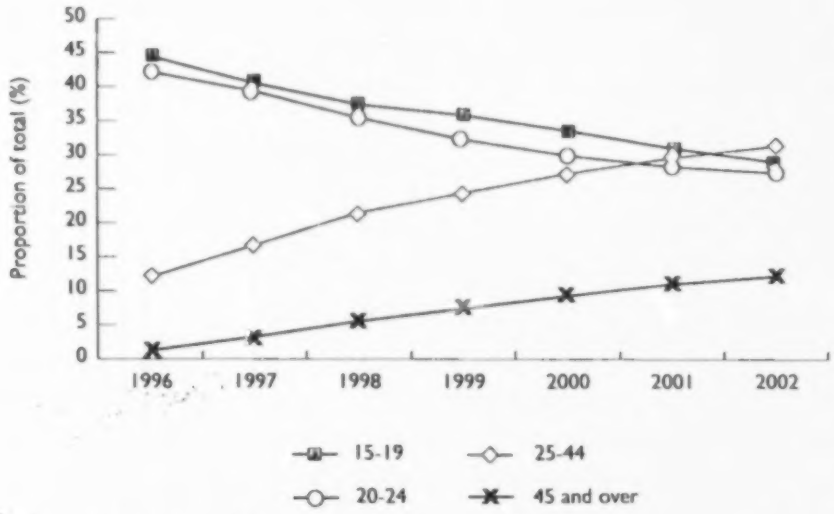
Proportionately, the number of female apprentices and trainees in-training increased from 20.4% at 31 December 1996 to 36.2% at 31 December 2002, while the number of male apprentices and trainees in-training decreased from 79.6% to 63.8%.

Age

The numbers of apprentices and trainees increased markedly across all age groups since 1996. However, growth was strongest for apprentices and trainees aged 45 and over whose numbers increased from 2 040 in 1996 to 45 660 in 2002. For those aged 25-44 numbers increased almost six-fold, while over the same period numbers of apprentices and trainees in the 15-19 and 20-24 age groups each increased by half.

As Figure 1 shows, there were decreases in the proportions of apprentices and trainees in the 15-19 and 20-24 age groups, from 44.5% and 42.2% respectively in 1996 to 29.0% and 27.4% respectively in 2002. However, the percentage of apprentices and trainees in the 25-44 and 45 and over age groups increased from 12.0% and 1.3% respectively to 31.3% and 12.2% respectively when comparing 1996 and 2002.

Figure 1: Percentage of apprentices and trainees by age, 1996 - 2002



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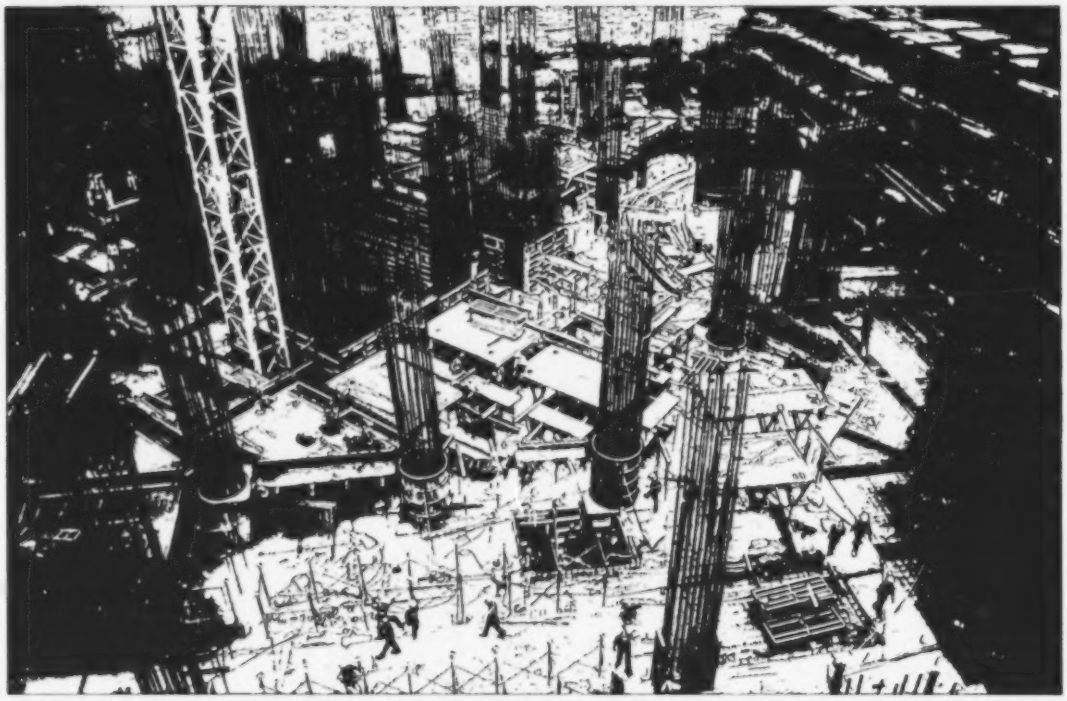


Indigenous[1]

Individuals identifying themselves as Indigenous made up almost 2% of the total number of apprentices and trainees in training at 31 December 2002.

Indigenous apprentices and trainees have quite different characteristics from other apprentices and trainees. Almost 38.0% of Indigenous apprentices and trainees resided in a capital city or metropolitan area, compared with 68.6% of those apprentices and trainees who did not identify themselves as Indigenous. Much higher proportions of Indigenous apprentices and trainees resided in rural (37.4%) and remote (23.9%) areas than was the case for non-Indigenous apprentices and trainees (28.4% and 2.0% respectively).

Just over 22% of Indigenous apprentices and trainees were employed with government employers, with 17.5% being employed with group training employers. For non-Indigenous apprentices and trainees these proportions were 6.5% and 9.5% respectively. The private sector employed almost 60% of those apprentices and trainees identifying themselves as Indigenous, much lower than the 83.8% of non-Indigenous apprentices and trainees.

Over half of Indigenous apprentices and trainees indicated that their highest school level completed was year 10 or lower, compared with 40.6% of non-Indigenous apprentices and trainees. Only 29.1% of Indigenous apprentices and trainees indicated they had completed year 12, compared with 41.7% of non-Indigenous apprentices and trainees.

[1] Non-Indigenous includes individuals who indicated that they were not Indigenous, as well as individuals whose Indigenous status is unknown.

Qualifications undertaken, type and length of training

In the late 1990s, particularly after the introduction of New Apprenticeships in 1998, there was an increase in the number of apprentices and trainees who undertook training on a part-time basis. This increase reflects the enhanced flexibility that became available under the New Apprenticeship system.

At the end of 2002, an estimated 76% of apprentices and trainees undertook full-time training (Table 1). Of all full-time apprentices and trainees, 87.9% pursued an AQF level III or higher qualification. In contrast, 63.6% of part-time apprentices and trainees were enrolled in AQF level III or higher qualifications.

Of all apprentices and trainees in-training at the end of 2002, almost three quarters (74.3%) undertook an AQF level III or equivalent program, and 18.0% an AQF level II or equivalent program. As in previous years, AQF level I programs attracted relatively few apprentices and trainees (under 100) at the end of 2002.

Just under a third of apprentices and trainees were enrolled in a program of more than 3 years duration at 31 December 2002, while 13.8% were in programs of 1 year or less duration. Almost all apprentices and trainees (97.6%) who were in programs of more than 3 years duration pursued an AQF level III or higher qualification. Apprentices and trainees in programs of 1 year or less duration were mainly in AQF level II or lower programs (56.5%).

Table 1: Percentage of apprentices and trainees by full/part-time status and qualification, 2002

	Full-time	Part-time	All
Certificate I	0.0	0.0	0.0
Certificate II	12.1	36.4	18.0
Certificate III	80.0	56.0	74.3
Certificate IV	7.6	7.2	7.5
Diploma and Advanced Diploma	0.2	0.3	0.2
Total	**100.0**	**100.0**	**100.0**
Total ('000)	**283.6**	**89.6**	**373.2**

Occupations

In the past, apprentices and trainees were concentrated in occupations associated with traditional trades. However, in the late 1990s, the apprenticeship and traineeship system expanded beyond traditional trades.

The largest annual growth between 1996 and 2002 was in the *intermediate production and transport workers* major occupation group, where the numbers showed an annual growth rate of 70.3%, albeit from a small base. Strong annual growth was also recorded for the *clerical, sales and service workers* (31.6%) and the *labourers and related workers* (30.9%) major occupation groups.

Table 2 shows that apprentices and trainees made up 4.0% of the number of employed people in the Australian workforce in December 2002. The two largest occupation groups were the *trades and related workers*, and *intermediate clerical, sales and service workers* occupations, having 35.4% and 27.5% of the total number in training respectively at 31 December 2002. However, apprentices and trainees in the *trades and related workers* occupation group represented 11.1% of all persons employed in this occupation group in Australia (Table 2), while the *intermediate clerical, sales and service workers* occupation group represented just 6.3%. Apprentices and trainees accounted for 23.5% of all Australians employed in the *food* occupation group and for 16.4% in the *automotive* industry.

A small proportion of apprentices and trainees (7.9%) were employed in the *managers and administrators, professionals* and *associate professionals* occupation groups. These apprentices and trainees represented 0.8% of all employees in these occupations.

Figure 2: Apprentices and trainees in training by major occupation group, 1996 and 2002

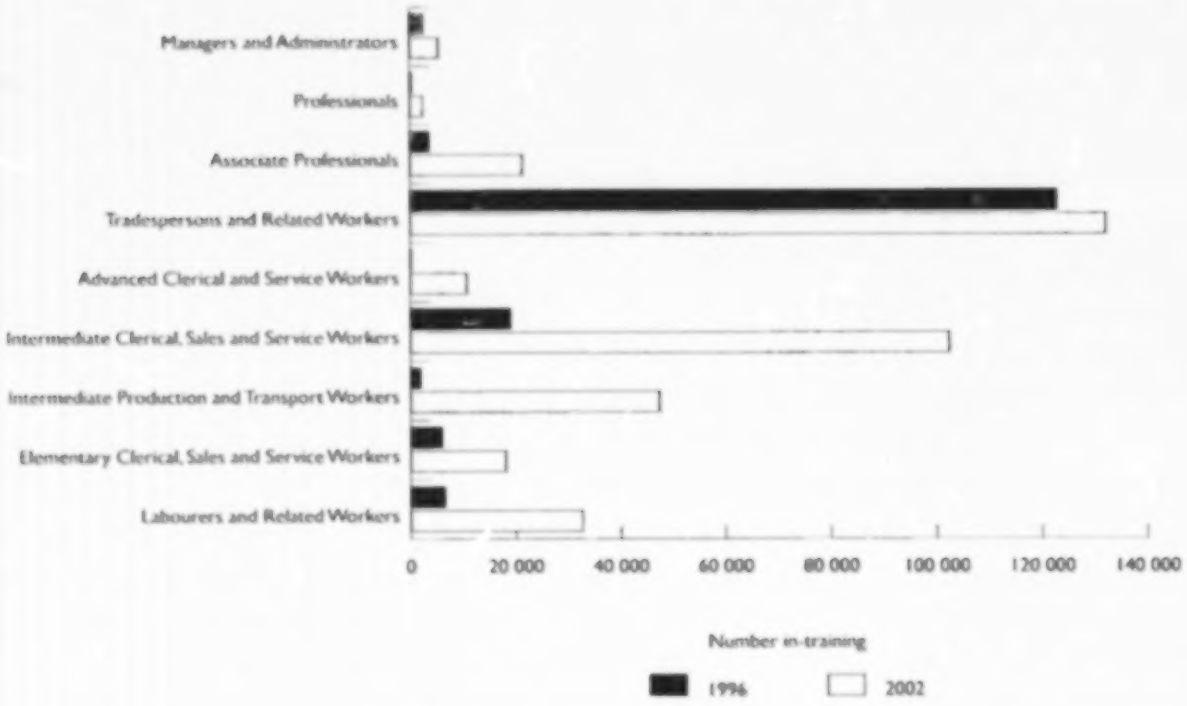


Table 2: Apprentices and trainees in-training at 31 December 2002, by occupation

Occupation (ASCO) group	Apprentices and trainees (per cent)	Apprentices and trainees as per cent of employed persons (a)	Occupation groups as per cent of all employed persons (a)
Managers and administrators	1.5	0.8	7.1
Professionals	0.7	0.1	18.6
Associate professionals	5.7	1.9	11.9
Trades and related workers (b)	35.4	11.1	12.6
Mechanical & fabrication engineering	4.2	7.9	2.1
Automotive	6.0	16.4	1.5
Electrical and electronic	4.5	8.9	2.0
Construction	8.2	10.4	3.1
Food	5.2	23.5	0.9
Skilled agriculture & horticulture workers	1.6	8.0	0.8
Other trades & related workers	5.6	9.8	2.3
Advanced clerical and service workers	2.9	2.7	4.2
Intermediate clerical, sales and service workers	27.5	6.3	17.4
Intermediate production and transport workers	12.7	5.9	8.5
Elementary clerical, sales and service workers	4.9	1.9	10.3
Labourers and related workers	8.8	3.7	9.4
All occupations	**100**	**4.0**	**100.0**
Number ('000)	**373.2**		**9420.7**

(a) Source: Derived from NCVER Apprentice and Trainee statistics and ABS, Labour Force Survey Estimates by Occupation, Australia, November 2002, unpublished data

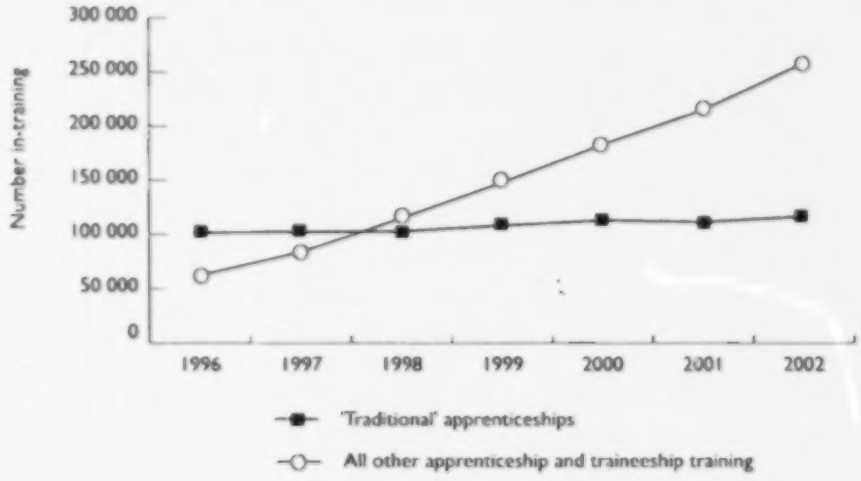
(b) The trades and related workers sub-groups do not sum to the major group, as tradespersons not further defined are included in the total

Traditional apprenticeships[2]

Traditional apprenticeships accounted for 62.0% of the total number of apprentices and trainees in-training as at 31 December 1996. By 2002, this number had declined to 31.1%, however the overall number across the period increased from 101 300 to 116 100 (Figure 3).

The *construction tradespersons* occupation group had the largest proportion of traditional apprentices in training at 31 December, in 1996 (20.5%) and in 2002 (24.7%). This was followed by the *automotive tradespersons* occupation group at around 18% in 1996 and in 2002. The *mechanical and fabrication engineering tradespersons* occupation group had fewer traditional apprentices in-training in 2002 (12.4%) than in 1996 (18.4%).

Figure 3: Apprentices and trainees in-training by traditional apprenticeship proxy, 1996 to 2002



National Training Packages

The National Training Framework Committee endorsed the first Training Package in July 1997. Between 1997 and 2002, Training Packages have progressively replaced national courses and modules. Training Packages provide the basic building blocks for vocational education and training programs and define a range of pathways, including New Apprenticeships, which give people an opportunity to achieve a national qualification. The packages are developed by the national Industry Training Advisory Boards (ITAB's) and other industry-based bodies or enterprises to meet the identified training needs of specific industries or industry sectors.

In 2002, there were 70 endorsed industry and 9 enterprise Training Packages. Around 84% of the total number of apprentices and trainees in-training were undertaking qualifications associated with a Training Package, up from 72% in 2001. Almost all new commencements, 95%, were in a Training Package qualification in 2002.

In 2002, the top eight Training Package qualifications in terms of apprentice and trainee numbers in-training were:

- Certificate II in Retail Operations (5.0% of the total number in-training)
- Certificate III in Transport and Distribution (Road Transport) (4.5% of the total number in-training)
- Certificate III in Retail Operations (4.3% of the total number in-training)
- Certificate III in Transport and Distribution (Warehousing) (3.9% of the total number in-training)
- Certificate III in Hospitality (Food and Beverage) (2.5% of the total number in-training)
- Certificate III in General Construction (Carpentry - Framework/Formwork/Finishing) (2.5% of the total number in-training)
- Certificate III in Hospitality (Commercial Cookery) (2.4% of the total number in-training)
- Certificate III in Automotive (Mechanical - Light Vehicle) (2.1% of the total number in-training).

[2] 'Traditional Apprenticeships Proxy'. The number for 'traditional' apprenticeships is approximated by trades apprenticeships and traineeships at AQF level III or above with more than two years expected duration for full-time contracts and more than eight years expected duration for part-time or school-based contracts.

The top 20 Training Packages account for 90.2% of all apprentices and trainees in-training in Training Packages at 31 December 2002 as shown in Table 3.

Table 3: Percentage of apprentice and trainee commencements and those in-training (at 31 December) in Training Packages, 2001 and 2002

	Commencements		In-training	
Training Package	**2001**	**2002**	**2001**	**2002**
Retail	18.9	16.5	16.1	14.6
Transport and Distribution	11.3	10.8	14.8	12.5
Business Services	0.2	9.9	0.2	6.4
Hospitality	10.2	8.4	11.4	9.5
Automotive Industry Retail, Service and Repair	5.3	4.8	6.0	6.5
Community Services	3.9	4.8	3.4	4.2
Telecommunications	5.1	3.9	3.9	3.1
Information Technology	1.4	3.6	1.1	2.6
General Construction	3.4	3.5	4.6	5.1
Australian Meat Industry	3.7	3.5	2.8	2.5
Metal and Engineering Industry	3.8	3.4	5.2	5.1
Asset Maintenance	3.5	2.7	2.8	2.4
Food Processing Industry	2.4	2.5	3.0	3.0
Electrotechnology Industry	1.8	2.0	2.2	2.8
Horticulture	2.5	2.0	2.6	2.2
Financial Services	1.7	1.9	1.6	1.9
Administration	9.1	1.8	6.3	1.3
Asset Security	2.0	1.7	1.5	1.4
Hairdressing	0.9	1.6	1.0	1.8
Woolworths	0.7	1.3	0.9	1.2
Other Training Packages	8.3	9.2	8.6	9.8
Training Packages sub-total *	100.0	100.0	100.0	100.0
Training Packages sub-total ('000)	*198.4*	*249.4*	*232.7*	*315.1*
Not in Training Packages ('000)	*29.6*	*14.3*	*92.4*	*58.1*
Total ('000)	**228.0**	**263.8**	**325.1**	**373.2**
Training Packages as proportion of total (%)	**87.0**	**94.6**	**71.6**	**84.4**

* *Columns may not add to total due to rounding*

Employer types

The majority of apprentices and trainees (83.3%) were employed in the private sector (Table 4). This proportion changed very little between 1996 and 2002, despite large growth in apprentice and trainee numbers over the same period. However the proportion of apprentices and trainees employed by group training companies declined from 14.0% in 1998 to 9.7% in 2002. A further 4.0% were employed with commonwealth or state/territory governments.

Table 4: Apprentices and trainees in-training at 31 December by type of employer, 1996 to 2002

Year		Private sector	Group training companies	Commonwealth government	State/territory governments	Other (a)	Total(b)
1996							
	('000)	131.1	21.8	2.4	4.9	3.0	163.3
	(%)	80.3	13.3	1.5	3.0	1.8	100.0
1997							
	('000)	148.8	25.3	1.9	6.0	3.5	185.5
	(%)	80.2	13.6	1.0	3.2	1.9	100.0
1998							
	('000)	174.5	30.4	1.2	7.0	3.7	216.9
	(%)	80.5	14.0	0.6	3.2	1.7	100.0
1999							
	('000)	205.0	35.3	1.2	8.1	5.6	255.2
	(%)	80.3	13.8	0.5	3.2	2.2	100.0
2000							
	('000)	240.9	36.7	1.7	8.7	6.9	294.9
	(%)	81.7	12.4	0.6	3.0	2.3	100.0
2001							
	('000)	268.0	34.7	3.8	9.2	9.4	325.1
	(%)	82.4	10.7	1.2	2.8	2.9	100.0
2002							
	('000)	310.9	36.0	4.1	10.9	11.2	373.2
	(%)	83.3	9.7	1.1	2.9	3.0	100.0
Annual Growth Rate 1996 - 2002 (c)		15.5	8.7	9.3	14.3	24.5	14.8

(a) Includes local government, government business enterprises and employers not elsewhere classified.
(b) Rows may not add to total due to rounding.
(c) Annual rates of growth for the period 1996 to 2002 are compound growth rates based on actual figures.

Participation in apprenticeships and traineeships

The significance of the increase (128.6%) in the number of apprentices and trainees between 1996 and 2002 becomes more apparent when compared with the lower increase (12.9%) in the number of employed people in Australia's labour force over the same period. As a result of the dramatic growth in in-training numbers, the training rates in apprenticeships or traineeships more than doubled, from 1.9% in 1996 to 3.9% in 2002.

Training rates in apprenticeships and traineeships increased across all age groups between 1996 and 2002. In particular:

- Training rates for young people (15 to 24 years) rose from 8.5% to 11.6%.
- Training rates for young females more than doubled (from 3.4% to 7.6%), and training rates for young males increased from 13.0% to 15.3%.
- The highest increase in training rates was observed for people aged 45 years and over, albeit from a very small base.

Table 5: Apprentice and trainee training rates*, by sex and age (at 31 December), 1996 to 2002

	1996	1997	1998	1999	2000	2001	2002
Male training rates							
Age 15–19 years	17.4	17.5	18.3	18.7	19.1	19.0	19.3
Age 20–24 years	10.4	11.1	11.0	11.4	12.0	12.0	12.7
Age 25–44 years	0.6	0.8	1.1	1.5	2.0	2.3	2.8
Age 45 years and over	0.1	0.2	0.3	0.6	0.9	1.2	1.3
All males 15–64 years	2.7	2.9	3.1	3.5	3.9	4.1	4.5
Male apprentices and trainees ('000)	129.9	139.9	152.6	177.2	200.5	214.8	238.3
Female training rates							
Age 15–19 years	5.0	5.6	6.4	7.0	8.2	9.3	10.0
Age 20–24 years	2.4	2.9	3.6	4.1	4.6	5.0	5.9
Age 25–44 years	0.3	0.6	1.0	1.3	1.5	1.9	2.3
Age 45 years and over	0.1	0.3	0.6	0.7	0.9	1.2	1.5
All females 15–64 years	0.9	1.2	1.7	2.0	2.3	2.7	3.2
Female apprentices and trainees ('000)	33.3	45.7	64.3	78.0	94.4	110.3	134.9
Person training rates							
Age 15–19 years	11.4	11.6	12.3	12.9	13.6	14.1	14.6
Age 20–24 years	6.7	7.3	7.5	8.0	8.5	8.7	9.5
Age 25–44 years	0.5	0.7	1.1	1.4	1.8	2.1	2.6
Age 45 years and over	0.1	0.2	0.4	0.7	0.9	1.2	1.4
All persons 15–64 years	1.9	2.2	2.5	2.8	3.2	3.5	3.9
All apprentices and trainees ('000)	163.3	185.5	216.9	255.2	294.9	325.1	373.2
Number of Employed persons ('000)	8496.5	8615.2	8795.3	9046.8	9224.5	9314.4	9591.5

* *Derived from NCVER Apprentice and Trainee statistics and ABS labour force data (December 2002). Training rates are calculated on the basis of employed persons.*

Apprentice and trainee activity

Commencements

The estimated number of commencements for 2002 was 263 770, an increase of 15.7% from 228 010 in 2001. Between 1996 and 2002, the number of commencements almost tripled from 89 770. This corresponds to an annual growth rate of 19.7%.

Female commencements increased at a higher rate than male commencements, partly due to the broadening of the occupation base in the apprenticeship and traineeship system in the late 1990s. Between 1996 and 2002, the number of female commencements quadrupled from 29 000 to 115 450, while the number of male commencements increased from 60 770 to 148 320. This increase corresponds to an annual growth rate of 25.9% for females and 16.0% for males.

The increase in female commencements resulted in a more equal gender participation in apprenticeships and traineeships. In 2002, females accounted for 43.8% of commencements, while in 1996 they made up 32.3% of commencements.

Type of training

The largest proportion of commencements (64.0%) in 2002 was in programs leading to AQF level III or equivalent qualifications, compared to 53.6% in 1996. AQF level II was the second largest qualification category, accounting for 28.1% of commencements in 2002. The remaining 7.9% of commencements were at AQF level IV or higher. AQF level I no longer plays an important part in apprentice and trainee training. In 2002, less than 50 apprentice and trainee commencements were reported at this level.

The expected duration of training for apprentices and trainees varies. Of all commencements reported in 2002:

- 59.4% were in programs of 2 years duration or less, and the remainder in programs of more than 2 years duration.
- 72.0% were in full-time programs, a drop from 73.5% in 2001 and the remaining 28.0% were in part-time training (including school-based apprenticeships and traineeships).
- 35.8% of commencements in full-time apprenticeships and traineeships were in contracts of one year or less in duration, 33.5% were in contracts of one to two years duration, 10.3% were in contracts of two to three years duration and a further 20.3% were in contracts of over three years duration.
- 68.6% of commencements in part-time programs were of more than two years duration.

Occupations

The trend for commencements over the five-year period from 1996 to 2001 indicates an expansion of apprenticeships and traineeships beyond the traditional trade areas. In 2002, apprentices and trainees employed in the *clerical, sales and service worker* occupations (*advanced, intermediate* and *elementary* categories) accounted for 45.9% of all commencements. The proportion of commencements in the *trades and related workers* occupation group fell from 45.6% in 1996 to 19.9% in 2002. The highest proportion of commencements within the *trades and related workers* occupations was in the *construction* occupation group (4.6%), a decline from 8.1% in 1996. However there was a 27.9% increase in the total number of commencements in the *trades and related workers* occupation group, from 41 960 in 1996 to 52 400 in 2002.

Existing Workers[3]

Over 27% of apprentices and trainees who commenced in 2002 were existing workers. Almost all of these apprentices and trainees were undertaking a Training Package qualification, with only 2.7% training in qualifications not associated with a Training Package. The majority of existing workers (79.3%) were undertaking qualifications at AQF level III, with 16.2% at AQF level IV and 4.2% at AQF level II.

In terms of gender breakdown, 57.0% of existing workers were male and 43.0% were female. Females were more likely than males to undertake an AQF level IV qualification (22.1% compared to 11.8%), while a higher percentage of males (84.5%) undertook an AQF level III qualification compared with females (72.5%).

The 25-44 age cohort accounted for 51.3% of existing workers, 25.1% were aged 45 years or over, 13.9% were aged 20-24, while only 9.6% were aged 15-19.

The majority of training, close to 70%, was undertaken across just six training packages:

- Transport and Distribution (24.8% of existing workers, nearly all at AQF level III)
- Retail (12.6% of existing workers, with 14.8% at AQF level II, 74.9% at AQF level III and 10.3% at AQF level IV)
- Business Services (12.4% of existing workers, with 1.5% at AQF level II, 34.6% at AQF level III and 63.9% at AQF level IV)
- Information Technology (8.8% of existing workers, over 90% at AQF level III)
- Hospitality (5.5% of existing workers, over 90% at AQF level III)
- Woolworths (4.0% of existing workers, with 9.8% at AQF level II, 57.6% at AQF level III and 32.6% at AQF level IV)

School-based apprenticeships and traineeships[4]

In 2002, close to 4% of all commencements were school-based. Almost all of these apprentices and trainees were undertaking a Training Package qualification, with only 3.1% training in qualifications not associated with a Training Package. Over half of all school-based contracts were in the Retail Training Package, followed by Hospitality (13.8%), Business Services (7.3%), and Automotive Industry Retail, Service and Repair (5.5%). Close to 80% of school-based contracts were undertaken at AQF level II, with 20.3% at AQF level III.

Completions

The estimated number of apprentices and trainees who successfully completed their contract of training in 2002 was 113 920, representing an increase of 19.6% over the previous year. Between 1996 and 2002, the number of completions more than tripled, from 36 580, an annual growth rate of 20.8%. The strong increase in completions was consistent with the rapid growth in commencements in the late 1990s, particularly in contracts of 1 year or less duration.

In 2002, almost half of all completions (45.4%) were in the *clerical, sales and service* occupations (*advanced, intermediate* and *elementary* occupation categories). Completions in traditional trades areas (the *trades and related workers* occupation group) accounted for a further 26.0%, with 5.4% of completions being in the *construction* occupation category.

The majority of completions for 2002 (65.5%) were at AQF level III, with a further 28.6% at AQF level II or lower. Around 6% of completions were at AQF level IV or above, compared with 4.0% in 2001.

Cancellations and withdrawals

The number of cancellations and withdrawals in 2002 was 95 430, an increase of 3.2% over the previous year and compared to 36 860 in 1996. This increase corresponded to an annual growth rate of 17.2%.

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[3] An existing worker is defined as a person who has been employed by the employer who is party to the training contract continuously for more than three months full-time or twelve months casual or part-time or a combination of both, immediately prior to commencement of the training contract.

[4] The AVETMIS Standard for New Apprenticeships Release 4.0 (September 2001) defines school-based apprenticeships and traineeships as "the employment of a young person who is undertaking an apprenticeship or traineeship while still attending school and enrolled in a senior certificate". Data quoted in this publication are based on that definition, however in June 2003 the Ministerial Council (MINCO) endorsed new National Guidelines for School-based New Apprenticeships. The National Guidelines will be incorporated into the next release of the AVETMIS Standard for New Apprenticeships.

AUSTRALIA

At the end of December 2002 the estimated resident population for Australia was 19.8 million and the number of employed persons was 9.6 million

At 31 December 2002, the total number of apprentices and trainees in-training was 373 200 representing 3.9% of the number of employed persons in Australia. Of all apprentices and trainees in-training as at 31 December 2002 in Australia:

- 31.1% were in the "Traditional Apprenticeships proxy" category[b]
- 82.0% undertook training in AQF level III and above, with 18.0% in AQF level II
- 21.3% undertook part-time training (with an additional 2.7% in school-based)
- 83.3% were employed in the private sector
- 4.0% were still attending school
- 36.2% were females
- 56.4% were aged 15 to 24
- 60.1% resided in a capital city with a further 28.5% in rural areas
- 14.8% had tertiary qualifications as their highest level of previous education attainment, and 33.2% had year 12
- 9.1% spoke a language other than English at home
- 12.2% were born outside of Australia
- 1.9% were of Aboriginal and/or Torres Strait Islander origin
- 1.5% reported a disability.

NEW SOUTH WALES

New South Wales accounts for 33.7% of the total population and 29.4% of the total number of apprentices and trainees in-training. The number of employed persons in New South Wales was approximately 3.2 million, representing 33.0% of all employed persons in Australia.

Of the 109 810 in training:

- 31.5% were in the "Traditional Apprenticeships proxy" category[b]
- 70.1% undertook training in AQF level III, with 20.2% in AQF level II
- 16.9% undertook part-time training
- 33.6% were females.

Training Activity ('000)	1996	1997	1998	1999	2000	2001	200
In-training as at 31 December	51.0	53.3	51.2	69.8	84.9	95.8	109
Commencements	26.1	29.7	28.7	51.6	59.0	67.2	73
Completions	12.2	15.8	17.3	16.0	21.2	26.1	31
Cancellations/withdrawals	12.3	13.6	14.3	19.1	25.1	29.2	29

VICTORIA

Victoria accounts for 24.8% of the total population and 34.4% of the total number of apprentices and trainees in-training. The number employed persons in Victoria was approximately 2.4 million, representing 25.4% of all employed persons in Australia.

Of the 128 360 in training:

- 26.9% were in the "Traditional Apprenticeships proxy" category[b]
- 80.1% undertook training in AQF level III, with 13.3% in AQF level II
- 30.2% undertook part-time training
- 40.7% were females.

Training Activity ('000)	1996	1997	1998	1999	2000	2001	200
In-training as at 31 December	41.2	44.6	56.9	73.0	91.0	106.4	128
Commencements	23.1	26.0	39.8	57.9	65.2	74.7	90
Completions	8.4	12.5	11.8	15.6	21.7	23.4	30
Cancellations/withdrawals	10.2	11.4	12.7	20.6	25.7	31.1	30

QUEENSLAND

Queensland accounts for 19.0% of the total population and 16.8% of the total number of apprentices and trainees in-training. The number of employed persons in Queensland was approximately 1.8 million, representing 18.8% of all employed persons in Australia.

Of the 62 650 in training:

- 36.3% were in the "Traditional Apprenticeships proxy" category[b]
- 73.5% undertook training in AQF level III, with 20.7% in AQF level II
- 15.9% undertook part-time training
- 33.9% were females.

Training Activity ('000)	1996	1997	1998	1999	2000	2001	200
In-training as at 31 December	33.7	45.2	52.9	48.9	50.1	54.1	62
Commencements	19.4	32.8	45.8	39.4	36.2	41.8	47
Completions	7.2	10.7	17.0	20.1	17.3	20.3	23
Cancellations/withdrawals	8.3	10.5	16.1	18.0	14.9	16.2	18

SOUTH AUSTRALIA

South Australia accounts for 7.7% of the total population and 8.1% of the total number of apprentices and trainees in-training. The number of employed in South Australia was approximately 700 thousand, representing 7.4% of all employed persons in Australia.

Of the 30 090 in training:

- 28.2% were in the "Traditional Apprenticeships proxy" category[b]
- 63.0% undertook training in AQF level III, with 25.3% in AQF level II
- 18.7% undertook part time training
- 36.0% were females.

Training Activity ('000)	1996	1997	1998	1999	2000	2001	200
In-training as at 31 December	11.3	14.1	24.3	26.9	32.7	31.7	30
Commencements	7.0	8.7	18.7	21.0	24.2	19.2	20
Completions	2.6	3.7	4.2	9.1	8.8	10.9	12
Cancellations/withdrawals	1.8	2.2	3.8	6.1	6.5	6.4	6

Training Activity ('000)	1996	1997	1998	1999	2000	2001	2002	Annual Growth Rate (a)
In-training as at 31 December	163.3	185.5	216.9	255.2	294.9	325.1	373.2	14.8
Commencements	89.8	114.3	154.9	198.4	210.2	228.0	263.8	19.7
Completions	36.6	51.3	60.4	74.4	84.4	95.3	113.9	20.8
Cancellations/withdrawals	36.9	43.4	54.5	72.9	82.0	92.5	95.4	17.2

(a) Annual rates of growth for the period 1996 to 2002 are compound growth rates.

(b) The number for "traditional apprenticeships" is approximated by trades apprenticeships and traineeships at AQF level III or above with more than two years expected duration for full-time contracts and more than eight years expected duration for part time or school-based contracts.

WESTERN AUSTRALIA

Western Australia accounts for 10.1% of the total population and 6.4% of the total number of apprentices and trainees in-training. The number of employed persons in Western Australia was approximately 1.0 million, representing 10.3% of all employed persons in Australia.

Of the 22 730 in training:

- 47.5% were in the "Traditional Apprenticeships proxy" category[(b)]
- 82.1% undertook training in AQF level III, with 17.3% in AQF level II
- 9.4% undertook part-time training
- 26.1% were females.

Training Activity ('000)	1996	1997	1998	1999	2000	2001	2002
In-training as at 31 December	16.8	18.4	18.5	18.8	19.2	18.5	22.7
Commencements	8.1	10.1	11.4	12.3	12.1	11.3	16.7
Completions	3.3	4.7	5.8	6.7	6.4	6.7	7.2
Cancellations/withdrawals	2.1	3.1	4.8	4.7	5.1	4.6	5.4

TASMANIA

Tasmania accounts for 2.4% of the total population and 3.5% of the total number of apprentices and trainees in-training. The number of employed persons in Tasmania was approximately 200 thousand, representing 2.1% of all employed persons in Australia.

Of the 13 020 in training:

- 18.4% were in the "Traditional Apprenticeships proxy" category[(b)]
- 69.2% undertook training in AQF level III, with 13.7% in AQF level II
- 27.5% undertook part-time training
- 42.6% are females.

Training Activity ('000)	1996	1997	1998	1999	2000	2001	2002
In-training as at 31 December	4.7	5.1	8.4	10.8	10.8	12.7	13.0
Commencements	2.7	3.2	6.8	9.1	8.1	8.8	9.0
Completions	1.4	2.0	2.4	4.3	5.5	4.8	5.4
Cancellations/withdrawals	0.7	0.8	1.0	2.2	2.1	2.0	2.4

NORTHERN TERRITORY

The Northern Territory accounts for 1.0% of the total population and 0.6% of the total number of apprentices and trainees in-training. The number of employed persons in the Northern Territory was approximately 100 thousand, representing 1.0% of all employed persons in Australia.

Of the 2 380 in training:

- 34.9% were in the "Traditional Apprenticeships proxy" category[(b)]
- 67.1% undertook training in AQF level III, with 27.1% in AQF level II
- 8.7% undertook part-time training
- 33.8% were females.

Training Activity ('000)	1996	1997	1998	1999	2000	2001	2002
In-training as at 31 December	1.8	2.0	1.9	2.0	2.2	2.1	2.4
Commencements	1.5	1.8	1.6	1.8	2.0	1.8	2.0
Completions	0.4	0.6	0.8	0.8	1.1	0.9	1.1
Cancellations/withdrawals	0.6	0.9	0.9	0.9	1.0	1.1	1.1

AUSTRALIAN CAPITAL TERRITORY

The Australian Capital Territory accounts for 1.6% of the total population and 1.1% of the total number of apprentices and trainees in-training. The number of employed persons in the Australian Capital Territory was approximately 200 thousand, representing 1.9 of all employed persons in Australia.

Of the 4 160 in training:

- 42.8% were in the "Traditional Apprenticeships proxy" category[(b)]
- 72.9% undertook training in AQF level III, with 21.9% in AQF level II
- 19.3% undertook part-time training
- 36.2% were females.

Training Activity ('000)	1996	1997	1998	1999	2000	2001	2002
In-training as at 31 December	2.7	2.8	2.8	4.9	4.1	3.9	4.2
Commencements	2.0	2.0	2.1	5.3	3.4	3.2	3.6
Completions	0.9	1.3	1.2	1.7	2.5	2.2	1.9
Cancellations/withdrawals	0.7	0.8	0.9	1.5	1.7	1.9	1.9

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TAFE apprentice and trainee graduates

This section contains information from the 2002 Student Outcomes Survey of 2001 TAFE graduates (students who completed their vocational education and training at a TAFE institute during 2001). An estimated 21% of graduates identified themselves as apprentices or trainees[5].

The TAFE course completed by apprentices and trainees is part of the off-the-job component of their training. Of all apprentices and trainees who completed a TAFE course in 2001:

- 81.9% of apprentices completed an AQF level III or equivalent qualification, a further 10.7% completed an AQF level II
- In comparison, the largest single qualification category for trainees was AQF level II (46.0%), followed by AQF level III (36.4%).

Table 6: Percentage of TAFE apprentice and trainee graduates by qualification completed in 2001

Qualification category	Apprentices	Trainees
Associate Diploma and above	0.8	3.3
AQF level IV or equivalent	2.7	8.4
AQF level III or equivalent	81.9	36.4
AQF level II	10.7	46.0
AQF level I	3.6	5.5
Other*	0.2	0.4
Total	**100.0**	**100.0**
Number of respondents	**4 888**	**3 720**

* *This estimate has a relative standard error greater than 25% and should therefore be used with caution*

Following completion of their course 65.2% of apprentice and 54.7% of trainee graduates were employed with the same employer as during their course.

Figure 4: Percent of TAFE apprentice and trainee graduates employed after course, May 2002

[5] An estimated 12.8% of graduates indicated that they enrolled in the course as it was part of an apprenticeship and 8.3% indicated that they enrolled in the course as it was part of a traineeship.

According to the 2002 Student Outcomes Survey, apprentices and trainees were generally satisfied with the TAFE course they undertook as their off-the-job training component. Around 89.9% of apprentices and trainees (compared to 89.0% of other respondents) gave a high rating (from 6 to 10 on a ten-point scale) to the overall quality of the course they completed.

In particular:

- 91.7% of apprentices and trainees gave a high rating to the course in terms of the instructors knowledge of the subject content
- 87.4% of apprentices and trainees gave a high rating to the course in terms of the instructors ability to relate to students
- 89.1% of apprentices and trainees gave a high rating to the course in terms of its usefulness for their job prospects
- 88.8% of apprentices and trainees gave a high rating to the qualification in terms of how well they are regarded by employers.

Apprentices and trainees found their course to be relevant, with 91.1% indicating their course was either highly relevant or had some relevance (Table 7).

Table 7: Relevance of training to main job

Relevance of training	Apprentices and trainees
Highly relevant	73.5
Some relevance	17.6
Very little relevance	4.0
Not at all relevant	4.9

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